🏢 🏛 100 ESG Risk Insights – Aligning Governance, Strategy & SDG Responsibility

📝 Introduction

In today's evolving global economy, organizations are under increasing pressure to demonstrate their commitment **to Environmental, Social, and Governance (ESG) principles** — not only for regulatory compliance but as a vital driver of long-term sustainability, investor confidence, and stakeholder trust.

This comprehensive register identifies **100 ESG risks** across all three pillars:

- 🌱 **Environmental** – covering climate change, emissions, pollution, and resource use

- 🤝 **Social** – involving labor practices, diversity, community relations, and human rights

- 🏛 **Governance** – focusing on transparency, ethics, board oversight, and ESG strategy integration

Each risk is carefully aligned with the **United Nations' 17 Sustainable Development Goals (SDGs)** to support purpose-driven risk management. This register is designed to help ESG leaders, quality teams, risk professionals, and sustainability officers embed resilience into operations while aligning with global sustainability standards.

📁 Risk Category Summary Table

#	ESG Pillar	Key Themes
1	🌱 Environmental	Climate change, emissions, waste, pollution, biodiversity, water use, circular economy
2	🧡 Social	DEI, labor practices, employee well-being, human rights, community engagement
3	🏛 Governance	ESG oversight, transparency, disclosures, stakeholder accountability, ESG policy gaps

📑 100 ESG Risks Aligned with the 17 SDGs – A Strategic Register for Sustainable Governance

Risk ID	Risk Title	ESG Pillar	Description	Aligned SDG(s)	Risk Rating	Likelihood (1–5)	Impact (1–5)	Mitigation Actions	Status
ESG1	Carbon Emission Non-compliance	Environmental 🌱	Failure to meet carbon reduction targets due to outdated systems or lack of controls.	SDG 13 – Climate Action	High	4	5	Carbon audit, low-emission tech adoption, carbon offset programs	Open
ESG2	Water Overconsumption	Environmental 🌱	Excessive use of water resources leading to depletion or regulatory penalties.	SDG 6 – Clean Water & Sanitation	High	3	5	Water metering, recycling, water-efficient equipment	Open
ESG3	Waste Management Failure	Environmental 🌱	Inefficient waste disposal causing pollution and non-compliance with environmental laws.	SDG 12 – Responsible Consumption	High	3	5	Waste segregation, composting, recycling initiatives	Open
ESG4	Energy Inefficiency	Environmental 🌱	High energy consumption due to poor infrastructure or lack of optimization.	SDG 7 – Affordable & Clean Energy	Medium	4	3	LED lighting, energy audits, automation for usage tracking	Open
ESG5	Deforestation in Supply Chain	Environmental 🌱	Suppliers linked to forest degradation impacting reputation and compliance.	SDG 15 – Life on Land	Medium	2	4	Supplier audits, sourcing policy, certifications (FSC)	Open
ESG6	Air Pollution Emissions	Environmental 🌱	Emissions of harmful gases above permissible limits impacting health and environment.	SDG 11 – Sustainable Cities	High	3	5	Emission controls, air filtration, compliance monitoring	Open
ESG7	Lack of ESG Reporting Transparency	Governance 🏛	Incomplete or misleading sustainability reports affecting stakeholder trust.	SDG 16 – Peace, Justice & Institutions	High	3	5	Integrated ESG reporting framework, third-party verification	Open
ESG8	Bribery & Corruption Exposure	Governance 🏛	Ethical lapses or fraud in operations, procurement, or licensing.	SDG 16 – Peace, Justice & Institutions	High	4	5	Anti-corruption policy, whistleblower systems, audits	Open
ESG9	Child or Forced Labor in Supply Chain	Social 🤝	Unethical labor practices hidden within supply tiers damaging brand and compliance.	SDG 8 – Decent Work & Economic Growth	High	2	5	Supplier code of conduct, audits, certification programs	Open

ESG10	Gender Inequality in Leadership	Social 🧡	Underrepresentation of women in senior roles impacting inclusion ratings.	SDG 5 – Gender Equality	Medium	3	4	Inclusive hiring policies, leadership mentoring, diversity KPIs	Open
ESG11	Unsafe Working Conditions	Social 🧡	Workplace hazards leading to accidents or health issues among employees.	SDG 3 – Good Health & Well-being	High	3	5	Safety audits, PPE compliance, wellness programs	Open
ESG12	Lack of Access for Differently Abled	Social 🧡	Physical or digital infrastructure not inclusive of people with disabilities.	SDG 10 – Reduced Inequalities	Medium	3	3	Universal design standards, assistive tools, awareness training	Open
ESG13	Poor Stakeholder Engagement	Governance 🏛️	Weak communication with stakeholders reducing ESG impact awareness.	SDG 17 – Partnerships for the Goals	Medium	3	3	ESG dashboards, stakeholder surveys, periodic forums	Open
ESG14	Environmental Litigation	Environmental 🌱	Legal actions from pollution, spills, or non-compliance with local laws.	SDG 15 – Life on Land	High	2	5	Legal review, proactive permits management, insurance	Open
ESG15	Discrimination or Harassment Cases	Social 🧡	Workplace discrimination complaints leading to legal and reputational fallout.	SDG 10 – Reduced Inequalities	High	3	5		
ESG16	Unethical Marketing Practices	Governance 🏛️	Misleading or false sustainability claims damaging brand credibility.	SDG 12 – Responsible Consumption	High	3	5	ESG content audits, compliance training, ethics guidelines	Open
ESG17	Conflict Minerals Usage	Environmental 🌱	Use of raw materials from regions with human rights abuses or conflict.	SDG 16 – Peace, Justice & Institutions	Medium	2	4	Supply traceability, third-party certifications, policy updates	Open
ESG18	Lack of Employee Engagement in ESG	Social 🧡	Low staff participation in sustainability or diversity programs.	SDG 4 – Quality Education	Medium	3	3	Awareness campaigns, reward programs, internal ESG councils	Open
ESG19	High Carbon Footprint in Transport	Environmental 🌱	Heavy reliance on fossil fuel transportation increases CO_2 emissions.	SDG 13 – Climate Action	High	4	4	Route optimization, EV transition, carbon offsetting	Open
ESG20	Disruption from Climate Events	Environmental 🌱	Business interruptions from floods, droughts, or extreme weather.	SDG 13 – Climate Action	High	2	5	Climate risk mapping, emergency plans, resilient infrastructure	Open

ESG21	Lack of Ethical Procurement	Governance 🏛	Sourcing from vendors without ESG due diligence leading to hidden risks.	SDG 12 – Responsible Consumption	Medium	3	4	ESG vendor assessments, code of conduct clauses, audits	Open
ESG22	Excessive Packaging Waste	Environmental 🌱	Overuse of non-biodegradable packaging impacting waste footprint.	SDG 14 – Life Below Water	Medium	3	3	Eco-packaging solutions, supplier compliance, R&D investments	Open
ESG23	Inadequate Governance Oversight	Governance 🏛	Board or leadership fails to enforce ESG accountability.	SDG 16 – Peace, Justice & Institutions	High	2	5	ESG governance policy, board training, ESG KPIs	Open
ESG24	Lack of Transparency in Supply Chain	Governance 🏛	Limited visibility into lower-tier suppliers affects compliance.	SDG 17 – Partnerships for the Goals	Medium	3	4	Blockchain tracking, supply chain mapping, vendor scorecards	Open
ESG25	Unsafe Waste Disposal	Environmental 🌱	Hazardous waste improperly disposed of, harming people and environment.	SDG 3 – Good Health & Well-being	High	3	5	Secure waste contracts, training, environmental audits	Open
ESG26	Non-compliance with Data Privacy Laws	Governance 🏛	Mishandling of personal data affecting consumer trust and regulation.	SDG 9 – Industry, Innovation & Infrastructure	High	3	5	Data protection policy, DPO, system controls	Open
ESG27	Low Female Workforce Participation	Social 🤝	Lack of gender diversity in operational or technical roles.	SDG 5 – Gender Equality	Medium	3	3	Gender parity plans, outreach initiatives, unbiased hiring	Open
ESG28	Negative Community Impact	Social 🤝	Operations harm local communities through noise, pollution, or displacement.	SDG 11 – Sustainable Cities	High	3	5	Community engagement, CSR programs, EIAs	Open
ESG29	Non-renewable Energy Dependence	Environmental 🌱	Reliance on fossil fuels increases emissions and cost volatility.	SDG 7 – Affordable & Clean Energy	High	3	4	Renewable energy sourcing, solar investments, energy mix policies	Open
ESG30	Lack of ESG Benchmarking	Governance 🏛	No structured framework to compare ESG progress against industry peers.	SDG 17 – Partnerships for the Goals	Medium	3	3	Adopt ESG standards (GRI,	
ESG31	GHG Scope 3 Emissions Untracked	Environmental 🌱	Indirect emissions from the supply chain are not measured or disclosed.	SDG 13 – Climate Action	High	3	5	Implement Scope 3 accounting tools, supplier collaboration	Open

ESG32	No Biodiversity Impact Assessment	Environmental 🌱	Projects initiated without assessing ecological disruption risks.	SDG 15 – Life on Land	Medium	2	4	Conduct EIAs, include biodiversity in ESG policies	Open
ESG33	Inadequate ESG Talent & Skills	Governance 🏛	Internal teams lack ESG knowledge to implement strategic actions.	SDG 4 – Quality Education	Medium	3	3	ESG training programs, certifications, hiring ESG professionals	Open
ESG34	Poor Inclusion of Indigenous Rights	Social 🤝	Community or indigenous voices excluded from project decisions.	SDG 10 – Reduced Inequalities	High	2	5	Free, Prior, and Informed Consent (FPIC); stakeholder dialogues	Open
ESG35	High Employee Turnover in ESG Roles	Governance 🏛	Loss of continuity due to lack of retention in key ESG roles.	SDG 8 – Decent Work	Medium	3	4	Retention strategy, ESG career pathing, succession planning	Open
ESG36	Lack of Ethical Investment Screening	Governance 🏛	Funds invested in non-ESG aligned sectors (e.g., tobacco, arms).	SDG 12 – Responsible Consumption	Medium	2	4	Investment screening policy, ESG criteria for fund managers	Open
ESG37	Inequitable Digital Access	Social 🤝	Employees or stakeholders lack access to digital tools and connectivity.	SDG 9 – Industry, Innovation & Infrastructure	Medium	3	3	Tech inclusion programs, rural digitization projects	Open
ESG38	Weak Anti-Harassment Culture	Social 🤝	Harassment complaints are poorly managed or ignored internally.	SDG 5 – Gender Equality	High	3	5	Whistleblower protection, confidential reporting, training	Open
ESG39	Neglected Marine Impact	Environmental 🌱	Operations (e.g., shipping, discharge) harm ocean ecosystems.	SDG 14 – Life Below Water	High	2	5	Marine impact assessment, discharge control, certifications	Open
ESG40	Data Greenwashing	Governance 🏛	ESG metrics manipulated to appear more sustainable than reality.	SDG 16 – Peace, Justice & Institutions	High	3	5	Independent verification, data transparency, ethical KPIs	Open
ESG41	Resource Scarcity Exposure	Environmental 🌱	Vulnerability to scarcity of energy, water, or key raw materials.	SDG 12 – Responsible Consumption	Medium	3	4	Diversify suppliers, water reuse, resource efficiency plans	Open
ESG42	Disrespect of Labor Union Rights	Social 🤝	Employees discouraged from forming or joining unions.	SDG 8 – Decent Work	High	2	4	Transparent policies, grievance mechanisms, dialogue facilitation	Open
ESG43	No ESG Strategy Integration	Governance 🏛	ESG is isolated from corporate strategy and not embedded in decisions.	SDG 17 – Partnerships for the Goals	High	3	5	ESG integration with business goals, KPI alignment	Open

ESG44	Unmanaged Climate Transition Risk	Environmental 🌱	Failure to prepare for regulatory, market, or technological changes tied to the shift toward a low-carbon economy, resulting in stranded assets or financial loss.	SDG 13 – Climate Action	High	3	5	Climate scenario analysis, decarbonization strategy, invest in green technologies, integrate TCFD principles	Open
ESG45	Unsustainable Working Hours	Social 🧑	Excessive work hours impacting employee wellbeing and safety.	SDG 3 – Good Health & Well-being	Medium	4	3	Workload audits, wellness programs, compliance monitoring	Open
ESG46	Non-compliance with ESG Regulatory Updates	Governance 🏛	Failure to adapt to evolving ESG-related laws or disclosure mandates.	SDG 16 – Peace, Justice & Institutions	High	3	5	Legal reviews, ESG compliance training, regulatory monitoring	Open
ESG47	Greenwashing by Suppliers	Governance 🏛	Vendors falsely claiming ESG credentials, exposing company to reputational risk.	SDG 12 – Responsible Consumption	High	3	4	Supplier due diligence, third-party audits, certifications	Open
ESG48	Poor Accessibility in Public Reporting	Governance 🏛	ESG reports or digital content not accessible to differently-abled audiences.	SDG 10 – Reduced Inequalities	Medium	3	3	Follow WCAG standards, inclusive design reviews	Open
ESG49	Exposure to ESG-Linked Investor Backlash	Governance 🏛	Failure to meet ESG targets leading to reduced investor confidence.	SDG 17 – Partnerships for the Goals	High	2	5	Transparent reporting, regular investor updates, goal alignment	Open
ESG50	Water Pollution from Operations	Environmental 🌱	Industrial discharge contaminates local water sources.	SDG 6 – Clean Water & Sanitation	High	3	5	Water treatment, pollution monitoring, compliance enforcement	Open
ESG51	Incomplete ESG Materiality Assessment	Governance 🏛	Lack of stakeholder input leads to misaligned ESG priorities.	SDG 16 – Peace, Justice & Institutions	Medium	3	4	Double materiality approach, stakeholder engagement sessions	Open
ESG52	Job Displacement from Automation	Social 🧑	Rapid automation without upskilling displaces vulnerable worker groups.	SDG 8 – Decent Work	Medium	3	4	Reskilling programs, digital equity policies, change management	Open

ESG53	Neglecting Local Cultural Sensitivities	Social 🐻	Business activities that ignore regional customs or community norms.	SDG 11 – Sustainable Cities	Medium	2	4	Cultural impact assessments, community dialogue, local partnerships	Open
ESG54	Supply Chain Labor Exploitation	Social 🐻	Workers in supply chain subject to underpayment or unsafe conditions.	SDG 8 – Decent Work	High	3	5	Fair labor policy, supplier audits, grievance channels	Open
ESG55	Excessive Water Footprint in Products	Environmental 🌱	High water usage in production stages affecting water-scarce regions.	SDG 12 – Responsible Consumption	High	3	4	Product life cycle analysis, water efficiency innovation	Open
ESG56	Inadequate ESG Board Oversight	Governance 🏛	Board lacks engagement or expertise to govern ESG risks and opportunities.	SDG 16 – Peace, Justice & Institutions	High	3	5	ESG board committees, training, ESG-linked incentives	Open
ESG57	Unsafe Transportation Practices	Social 🐻	Logistics practices that risk employee or community safety.	SDG 3 – Good Health & Well-being	Medium	3	4	Transport safety audits, driver training, tech monitoring	Open
ESG58	Failure to Track ESG Performance Metrics	Governance 🏛	Absence of KPIs makes ESG impact unmeasurable and unaccountable.	SDG 9 – Industry, Innovation & Infrastructure	High	3	5	Establish ESG dashboard, KPI ownership, automated tracking	Open
ESG59	Negative Impact on Urban Development	Environmental 🌱	Projects disrupt urban sustainability goals or create congestion.	SDG 11 – Sustainable Cities	Medium	2	4	Urban planning coordination, green building codes	Open
ESG60	Lack of Climate Resilience Strategy	Environmental 🌱	Business lacks preparedness for physical climate risks like floods or heatwaves.	SDG 13 – Climate Action	High	3	5	Climate adaptation planning, resilient infrastructure investment	O
ESG61	Weak Cybersecurity Governance	Governance 🏛	Inadequate security policies risk data breaches and stakeholder trust.	SDG 9 – Industry, Innovation & Infrastructure	High	4	5	Cyber audits, cybersecurity training, data governance policy	Open
ESG62	Air Emissions Above Regulatory Limits	Environmental 🌱	Industrial or fleet emissions exceed legal and sustainability targets.	SDG 13 – Climate Action	High	3	5	Emission monitoring systems, green fleet strategy, compliance checks	Open

ESG63	Poor Integration of ESG in Risk Management	Governance 🏛	ESG risks not embedded into enterprise risk strategy or framework.	SDG 17 – Partnerships for the Goals	High	3	5	ESG risk register, cross-functional ERM integration, board oversight	Open
ESG64	Unfair Performance Management Practices	Social 🧡	Biased or unclear evaluation methods impacting employee morale.	SDG 5 – Gender Equality	Medium	3	3	Bias training, transparent appraisal systems, feedback culture	Open
ESG65	Lack of ESG Reporting in SME Suppliers	Governance 🏛	Small suppliers have no ESG compliance due to cost or capability gaps.	SDG 8 – Decent Work	Medium	3	4	Supplier education, ESG onboarding toolkits, shared audits	Open
ESG66	Overuse of Single-Use Plastics	Environmental 🌱	Persistent use of disposable plastics harms oceans and landfills.	SDG 14 – Life Below Water	High	4	4	Switch to compostables, plastic reduction targets, customer awareness	Open
ESG67	Limited Access to ESG Investments	Governance 🏛	Institutional bias or market entry barriers prevent inclusive green funding.	SDG 10 – Reduced Inequalities	Medium	2	4	Inclusive finance policy, partnerships with impact investors	Open
ESG68	Failure to Ensure Pay Equity	Social 🧡	Unjustified pay gaps based on gender, race, or other bias.	SDG 10 – Reduced Inequalities	High	3	5	Pay equity audits, salary transparency, equity-driven promotions	Open
ESG69	Unsafe Working Environments	Social 🧡	Physical conditions or lack of compliance threaten worker health.	SDG 3 – Good Health & Well-being	High	3	5	Safety protocols, regular inspections, EHS training	Open
ESG70	Incomplete ESG Supply Chain Traceability	Governance 🏛	Inability to trace materials or products to verify ESG compliance.	SDG 12 – Responsible Consumption	Medium	3	4	Blockchain-based tracking, supplier declarations, audits	Open
ESG71	Lack of Renewable Energy Transition Plan	Environmental 🌱	No roadmap to reduce fossil fuel dependence in operations.	SDG 7 – Clean Energy	High	3	5	Green energy sourcing, solar/wind investment, transition KPIs	Open
ESG72	Discrimination in Hiring or Promotion	Social 🧡	Unconscious bias in recruitment or leadership advancement decisions.	SDG 5 – Gender Equality	High	3	5	DEI policy, blind recruitment, bias interrupters	Open

ESG73	Inconsistent ESG Messaging 🏛	Governance	Conflicting or unclear communication across channels undermines trust.	SDG 16 – Peace, Justice & Institutions	Medium	3	3	Centralized ESG narrative, communication training	Open
ESG74	Green Capital Expenditure Misalignment	Governance 🏛	Capital investments fail to align with ESG and net-zero goals.	SDG 9 – Industry, Innovation & Infrastructure	Medium	2	4	Green budgeting framework, ESG ROI tracking	Open
ESG75	Overlooked Climate Risks in Asset Valuation	Environmental 🌱	Real estate or physical assets undervalue long-term climate exposure.	SDG 13 – Climate Action	High	2	5	Climate risk modeling, scenario-	
ESG76	Green Procurement Not Enforced	Governance 🏛	Procurement decisions prioritize cost over ESG compliance and sustainability.	SDG 12 – Responsible Consumption	Medium	3	4	Sustainable procurement policy, vendor screening, lifecycle costing	Open
ESG77	Climate Litigation Risk	Environmental 🌱	Legal exposure due to failure to meet climate goals or causing harm.	SDG 13 – Climate Action	High	2	5	Legal reviews, ESG compliance tracking, climate risk disclosures	Open
ESG78	Low Diversity in Leadership	Social 🤝	Executive team lacks representation, leading to inequity and bias in decision-making.	SDG 5 – Gender Equality	Medium	2	4	DEI leadership targets, board diversity policies	Open
ESG79	Neglect of Local Economic Development	Social 🤝	Projects provide little benefit to local businesses or workforce.	SDG 8 – Decent Work	Medium	3	4	Local hiring clauses, SME partnerships, community investment	Open
ESG80	Inadequate ESG Crisis Communication Plan	Governance 🏛	No structured communication plan for ESG-related incidents.	SDG 16 – Peace, Justice & Institutions	Medium	3	4	Crisis protocols, ESG incident response guide, spokesperson training	Open
ESG81	Gender Pay Gap Disclosure Omitted	Governance 🏛	Company fails to transparently report gender pay equity metrics.	SDG 5 – Gender Equality	High	3	5	Public disclosures, third-party audits, corrective wage actions	Open
ESG82	Urban Heat Island Contribution	Environmental 🌱	Infrastructure or building design exacerbates urban temperatures.	SDG 11 – Sustainable Cities	Medium	3	4	Green roofs, reflective materials, tree planting	Open

ESG83	Poor Community Consultation	Social 🤝	Lack of engagement with local communities prior to project execution.	SDG 16 – Peace, Justice & Institutions	High	2	5	Stakeholder dialogue, community liaison roles	Open
ESG84	Weak ESG Accountability Framework	Governance 🏛️	ESG responsibilities are unclear, leading to poor ownership and execution.	SDG 17 – Partnerships for the Goals	Medium	3	4	RACI matrix, ESG-linked job descriptions, internal audits	Open
ESG85	Excessive Natural Resource Extraction	Environmental 🌱	Over-exploitation of land, water, or minerals without sustainability plans.	SDG 15 – Life on Land	High	3	5	Resource quotas, environmental permits, rehabilitation plans	Open
ESG86	Lack of Accessible Products/Services	Social 🤝	Products or services exclude people with disabilities or underserved communities.	SDG 10 – Reduced Inequalities	Medium	3	4	Universal design, inclusive service guidelines	Open
ESG87	ESG Training Not Mandatory	Governance 🏛️	ESG knowledge is optional, limiting enterprise-wide culture shift.	SDG 4 – Quality Education	Medium	4	3	Mandatory onboarding, e-learning programs, refresher sessions	Open
ESG88	Failure to Offset Carbon Emissions	Environmental 🌱	No offset strategy for unavoidable GHG emissions.	SDG 13 – Climate Action	High	3	4	Certified carbon credits, reforestation investments	Open
ESG89	ESG Data Privacy Violation	Governance 🏛️	ESG-related data collected without proper consent or security.	SDG 16 – Peace, Justice & Institutions	High	3	5	GDPR compliance, data access controls, consent protocols	Open
ESG90	Non-transparent Political Donations	Governance 🏛️	Undisclosed or misaligned lobbying/political funding erodes trust.	SDG 16 – Peace, Justice & Institutions	High	2	5	Political contribution	
ESG91	Disregard for Circular Economy Principles	Environmental 🌱	Products and operations fail to support reuse, recycling, or resource recovery.	SDG 12 – Responsible Consumption	High	3	5	Circular design thinking, waste audits, supplier collaboration	Open
ESG92	Misalignment with Science-Based Targets	Environmental 🌱	Emission reduction goals are not aligned with climate science pathways.	SDG 13 – Climate Action	High	3	5	Join SBTi, align targets with 1.5ºC scenario, annual recalibration	Open

ESG93	Absence of ESG KPIs in Performance Reviews	Governance 🏛	ESG performance is not factored into individual or team evaluations.	SDG 17 – Partnerships for the Goals	Medium	3	4	ESG-linked bonuses, goal integration into appraisal system	Open
ESG94	Lack of Sustainable Transport for Employees	Environmental 🌱	Employees rely on high-emission commuting options.	SDG 11 – Sustainable Cities	Medium	3	4	Subsidize EVs/public transport, company shuttle, remote work policy	Open
ESG95	ESG Misalignment in M&A Activities	Governance 🏛	Acquired companies introduce ESG controversies or compliance gaps.	SDG 16 – Peace, Justice & Institutions	High	2	5	ESG due diligence in M&A, post-acquisition integration audits	Open
ESG96	Limited ESG Innovation Budget	Governance 🏛	Lack of dedicated funds for ESG-driven R&D or transformation.	SDG 9 – Innovation & Infrastructure	Medium	2	4	Set ESG innovation fund, partner with green startups	Open
ESG97	Ignoring Indigenous Land Rights	Social 🤝	Operations occur without respecting or consulting Indigenous communities.	SDG 10 – Reduced Inequalities	High	2	5	Land-use ethics policy, prior informed consent, stakeholder engagement	Open
ESG98	No ESG Grievance Redress Mechanism	Governance 🏛	Stakeholders have no structured way to report ESG-related concerns.	SDG 16 – Peace, Justice & Institutions	High	3	5	Whistleblower hotline, ESG grievance SOP, escalation workflows	Open
ESG99	Disconnected ESG and CSR Strategies	Governance 🏛	Corporate social responsibility (CSR) activities don't support long-term ESG goals.	SDG 17 – Partnerships for the Goals	Medium	3	4	Align CSR with ESG goals, unified strategy review	Open
ESG100	ESG Burnout in Reporting Teams	Social 🤝	Constant pressure for reporting and disclosures causes fatigue and errors.	SDG 8 – Decent Work & Economic Growth	Medium	3	3	Shared ESG ownership, workload distribution, reporting automation	

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